

# CITY OF CARLSBAD

Invites you to apply for:

## DEPUTY PUBLIC WORKS DIRECTOR ENGINEERING SERVICES

**Annual Salary:**  
**\$101,000—\$144,500**



**Open Until Filled**

**First Review:**  
**May 3, 2007**

### The Position & Department

The Department of Public Works has a total staff of 211 full-time and 10 part time employees in the areas of Engineering, General Services and Maintenance and Operations. The position is vacant due to a recent promotion. Due to recent promotions and other new management hires there is high energy and enthusiasm as the Public Works Major Service Area moves forward with its next generation of leadership.

### Scope of Responsibility

#### Administration

Coordinate and direct all divisions to ensure accomplishment of City Council Goals and Objectives, provide administrative and clerical support to all divisions, ensure that the management reporting system is accurately maintained and generates all reports on schedule, and provide accurate records filed in a standardized and efficient manner. Directs environmental programs such as NPDES permit, solid waste and related outreach education.

#### Planning & Programs

Coordinate the preparation of the annual update to the City's Build out Capital Improvement Program, update existing facility impact fee programs, and assist developers with the formation of finance districts to fund major public improvements. Administer and coordinate engineering activities for beach erosion, lagoon dredging, growth management monitoring, special districts program, and facility mapping.

#### Design

Design citywide capital improvement projects including domestic and recycled water systems, sewer systems; civic and municipal improvement such as street improvements, water, waste water, storm drains and special studies, investigations, and water resource development. For each project a variety of services are provided including planning, final plans and specifications, water quality investigations, technical engineering assistance, mapping, facility location and administration and project management.

### The Position & Department, cont.

#### Development Services

Provide comprehensive engineering input for all land use development applications; process engineering development plans and maps, maintaining high-quality and meeting production goals; ensuring engineering questions related to land development are answered in a timely manner.

#### Transportation

Review, investigate, analyze, and resolve a wide variety of traffic and transportation issues, concerns, complaints and inquiries. Maintain records of collision reports, speed surveys, and traffic counts. Assist in maintaining optimum traffic signal operation.

### Ideal Candidate

The ideal candidate will be an experienced, results-oriented leader with a participative management style. He/she should possess exceptional critical thinking and interpersonal skills. The successful candidate will have experience in preparing and implementing a budget, advocating for performance measurement systems, and asset management programs. While providing leadership and direction to the Engineering Department, Management and staff, the Deputy Director will maintain an environment of continuous improvement and creative problem solving. The ideal candidate will feel equally satisfied devoting efforts to organizational tasks and Engineering work.

Qualified applicants will possess an equivalent to a bachelor's degree from an accredited college or university in public administration, business administration, engineering, or a discipline related to water operations or a closely related course of study, and five years of increasingly responsible experience with at least three years of supervisory experience. A master's degree in civil engineering, public or business administration and/or a professional engineer's license is highly desirable.

**City of Carlsbad**  
**A great place to make**  
**a living. And a life.**

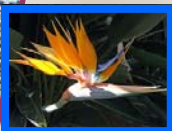


## The Compensation

The salary range for the Deputy Public Works Director is **\$101,000-\$144,500**.

The City also offers an attractive benefits package including:

- A car allowance is provided for this position.
- Group Health Insurance – Several plans are available through the California Public Employees' Retirement system.
- Retirement – 3% @ 60 plan. The City pays all but 1% of the employee's contribution.
- Accidental Death and Dismemberment .
- Holidays – 11 scheduled holidays per year and one flexible holiday.
- Vacation hours earned are based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.
- Executive Leave – 56 hours per fiscal year.
- Flexible spending accounts.



## The Organization

Carlsbad is a city committed to continued financial stability, top quality services for its citizens as well as habitat, environmental and clean water programs.

The City is a full service municipality which provides police and fire services, parks and recreation, library, community development, public works and water and sewer services. The organizational structure for the City of Carlsbad provides specialized support for five major service areas, each headed by an Executive Leadership Team member who reports to the City Manager. Major service areas include: Public Safety, Public Works, Administrative Services, Community Development and Community Services.



Over the next several years the organization will transition from high growth to a focus on maintaining a sustainable community, and there are a number of high-profile projects currently underway that will have a dramatic impact on our city. These projects include the construction of major city facilities, parks, community centers, and a municipal golf course, as well as involvement in the development of the west coast's largest seawater desalination plant.

San Diego Society For Human Resource Management

**Workplace**

**Excellence**

**2006**



SD SIRM

### To Apply

If you are interested in this outstanding opportunity, please submit your application and resume to:

**City of Carlsbad  
Human Resources Department  
1635 Faraday Ave  
Carlsbad, CA 92008**

(760) 602-2440  
(760) 602-8554 fax  
Apply online at:

<http://www.carlsbadca.gov/hr/>

**Position Open Until Filled**  
First application review: May 3, 2007

Following the closing date, applications will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interview with a recruiter and/or other City staff and participate in a qualifying selection process. Final candidates will be asked to provide references. Please identify any references that may not be contacted until the stage of final candidate approval. Finalist interviews will be held with the City of Carlsbad. Candidates will be advised of the status of the recruitment following selection of the Deputy Public Works Director. More information on the Public Works Department can be found on the Public Works web page at [www.carlsbadca.gov/publicworks](http://www.carlsbadca.gov/publicworks).